

# Market Range Detail - Appraiser IV\*\*

## Effective Date

February 14, 2005

## Market Range Title Description

Positions in this market range title are responsible for researching and determining ad-valorem assessments for highly complex land, residential, business personal property, commercial, and SAP – Statutorily Assessed Properties properties. Primary duties typically include conducting advanced research, using market, cost, and income approach valuation methods to establish, review, and troubleshoot property values of highly complex properties, analyzing data and providing findings, providing expertise, training, and guidance to less senior Appraisal staff, reviewing information submitted by taxpayers and consulting with professional experts, documenting and defending complex property valuations, testifying and defending valuations during appeals and the hearing process, negotiating with taxpayers and professionals during Assessor level appeals, appearing before a panel of hearing officers to defend appeals involving properties valued over \$500,000, defending values in small claims court and appearing as an expert witness in Superior Court level appeals, serving as independent expert on highly specialized or complex issues as needed, overseeing complex and/or highly sensitive projects, answering complex inquiries concerning property taxes, assessments, exemptions, protests, legal descriptions and classifications, resolving disputes and customer complaints, and participating in special projects. May lead a medium-sized workgroup of appraising staff coordinating, assigning and reviewing work and also act in the absence of the Appraiser Supervisor.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$22.09	\$25.75	\$29.40

## Likely Minimum Qualifications

- Bachelor's degree in Real Estate or related field
- 6 years of professional experience in real estate appraisal or assessment including at least 4 years of ad-valorem appraisal experience
- Successful completion of the classes required for the AZ Dept. of Revenue Basic (Level II) certification plus additional IAAO training (level 200 or above); or equivalent college level coursework
- Training or professional designation by a nationally recognized appraisal organization
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

## Working Titles

- Appraiser IV

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.